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FOIA Request No. 2015-000048

Unfair Labor Practice Charge, dated 6-21-12
Opening letter, dated June 26, 2012, with attachments
Letter to Bruce Appel, dated August 24, 2012
ULP Data Entry Form in Case No. DA-CA-12-0385
SPD T&L 046



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

CHARGE AGAINST AN AGENCY

FOR FLRA USE ONLY

Case No. DA-CA-12-0385Date Filed JUN 21 2012

Complete instructions are on the back of this form.

1. Charged Activity or Agency

Name: Department of Veterans Affairs

Address: 1100 North College Av. Fayetteville, AR 72701

Tel.#: (479) 443-4301 Ext. 65000

Fax#:

2. Charging Party (Labor Organization or Individual)

Name: AFGE Local 2201

Address: 1100 North College Av. Fayetteville Ar

Tel.#: (479) 443-4301 Ext. 65100

Fax#:

3. Charged Activity or Agency Contact Information

Name: Dr. Enderle

Title: Director Health Care System of the Ozarks

Address: 1100 North College Ave. Fayetteville, Ar. 2701

Tel.#: (479) 443-4301 Ext. 6500

Fax#:

4. Charging Party Contact Information

Name: Bruce Appel

Title: AFGE Local 2201 Firts Vice President

Address: 1100 North College Ave. Fayetteville, AR 72701

Tel.#: (479) 443-4301 Ext. 65100

Fax#:

5. Which subsection(s) of 5 U.S.C. 7116(a) do you believe have been violated? [See reverse] (1) and 5, 8

6. Tell exactly WHAT the activity (or agency) did. Start with the DATE and LOCATION, state WHO was involved, including titles.

On 5/29/2012, I was representing an employee, during a verbal counseling. In the counseling, reference was made to a prior incident, though no documentation of the previous incident was provided. (attachment A)

On 6/05/2012, I filed a first step grievance per our contract, asking that it be dropped, in part because no documentation was provided about the previous incident that was referred to in the counseling. (attachment C)

On 6/12/2012 I received an answer denying my grievance. In the denial, reference was made to a Fact Finding that occurred in November of 2011 over a similar issue.

On 6/14/2012, I went to Human Resources to get a copy of the evidence file, as is our customary practice. Human Resources had no file, and the only information they had was what I gave them.

On 6/14/2012 I submitted a request for information, to get the file on the Fact Finding (a formal process) used by management in the counseling. I asked for the documents by close of business 6/15/2012, or to be provided a valid reason as to why this could not be done; my assumption was that if a formal Fact Finding had been done, it would take 5 minutes for someone to pull the file and give it me, and I had a short turn around time to file a second step grievance. (attachment D)

I received an e mail 6/15/2012 from Kathryn Fritz, the immediate supervisor in the counseling, saying that she would have the information within the next ten days. In my reply, I articulated why this was not acceptable. (attachment E)

I received an e mail from Salena Wright, Associate Director of Patient Care Services, Kathryn Fritz' boss, stating " I think it is unacceptable" to have a one day turn around for a response. No other reason was given as to why these documents, (which should have been in the evidence file to begin with)-, could not be provided as requested. (attachment F)

On 6/18/2012 at 1045, I got copies of the " Fact Finding". What I was given was not a copy of a fact finding, but a report of contact about an incident, a work schedule, an e mail thread, and a surgery schedule. The information I asked for was not provided. (attachment G).

It is the contention of AFGE Local 2201 that the Agency denied a valid request of information by, first, not providing a valid reason why the time frame could not be met, and then when three days later information was provided, it did not include information from a Fact Finding.

Further, the Agency failed to negotiate in good faith during the negotiating process of this grievance, by referencing material that does not exist, and trying to use evidence against a bargaining unit employee that was not in the evidence file, and is factually untrue.

AFGE Local 2201 is not asking the FLRA to look at the merits of the grievance, but simply to address the reluctance of the agency to comply with a valid request for information, in a truthful manner.

7. Have you or anyone else raised this matter in any other procedure? ☐ No ☒ Yes If yes, where? [see reverse] See Above8. I DECLARE THAT I HAVE READ THIS CHARGE AND THAT THE STATEMENTS IN IT ARE TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF. I UNDERSTAND THAT MAKING WILLFULLY FALSE STATEMENTS CAN BE PUNISHED BY FINE AND IMPRISONMENT, 18 U.S.C. 1001. THIS CHARGE WAS SERVED ON THE PERSON IDENTIFIED IN BOX #3 BY [check "x" box] ☐ Fax ☒ 1st Class Mail ☐ In Person☐ Commercial Delivery ☐ Certified Mail

Bruce Appel

Type or Print Your Name

Your Signature

06/18/2012

Date



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
DALLAS REGION

A. Maceo Smith Federal Building
525 S. Griffin Street, Suite 926, LB 107
Dallas, Texas 75202-5093
(214)767-6266 FAX: (214)767-0156
www.flra.gov

June 26, 2012

Bruce Appel
First Vice President
AFGE Local 2201
1100 North College Ave
Fayetteville, AR 72701

Mark Enderle
Director
VAMC
1100 North College Ave
Fayetteville, AR 72701

Re: Department of Veteran Affairs
Veteran Affairs Medical Center
Fayetteville, Arkansas
Case No. DA-CA-12-0385

Dear Messrs. Appel and Enderle:

Enclosed is a copy of the unfair labor practice charge which has been filed with this Office and assigned the case number shown above. To complete the investigation expeditiously, and to make a determination as to the merits of the charge, it is important that the parties cooperate fully during the ensuing investigation of the charge. You will be contacted shortly by the Agent who has been or will be assigned to investigate the charge. If you have any questions, please contact directly either the Agent or Regional Point of Contact indicated below.

If you are the party who filed the charge (Charging Party) and have not already done so, please submit the following so that it is **received** by this Office by July 6, 2012:

1. A list of witnesses – names, positions, day and evening telephone numbers, and a summary of their expected testimony about their personal knowledge of the charge;
2. Copies of all relevant documents, with an Index if submission is voluminous.

Section 2423.4(e) of the FLRA's Regulations requires that you provide this evidence/information. If you did not submit any evidence or information when you filed the charge and do not provide the material noted above so that this Office has **received** it by July 6, 2012, the charge may be dismissed for lack of cooperation. The Charging Party is responsible for confirming that all supporting evidence and information has been received by the date noted above.

If you are the party against whom this charge is filed (Charged Party), you are requested to review the allegations in the charge and submit a written position to this Office. You also are expected to cooperate fully in the investigation and will be asked by the Agent to supply documentary evidence or witnesses as is deemed necessary.

To assist both parties in understanding how an unfair labor practice charge is processed, I have enclosed an information sheet describing the investigatory process. Also, if someone other than you will be representing your party in this matter, please complete the enclosed "Notice of Designation of Representative."

Very truly yours,

James E. Struick

James E. Petrucci
Regional Director

Assigned Agent or Regional Point of Contact:

James Hughes, Attorney, 214-767-6266 ext. 8018, email: ihughes@flra.gov

Enclosed: Description of Unfair Labor Practice Investigation Procedure
Notice of Designation of Representative

DESCRIPTION OF THE UNFAIR LABOR PRACTICE INVESTIGATION PROCEDURE

What happens after the Regional Office receives a charge?

After the Regional Office receives a charge, the Region docket the charge and gives it a case number. The Region then sends an opening letter to both parties with a copy of the charge, a notice of designation of representative form, and an information sheet on alternative dispute resolution services. The Region informs both parties that they are obligated to cooperate fully in the investigation and are encouraged to resolve their dispute informally.

Can the Regional Office transfer the charge to a different Regional Office?

Yes. Sometimes it is necessary to transfer a charge to avoid unnecessary costs or delay and to serve the purposes of the Statute. The charge is processed in the same manner no matter which Region processes it.

When will I first speak with the Agent?

Soon after the charge is filed, the assigned Agent contacts both parties and: (1) clarifies the allegation(s) in the charge; (2) describes each party's obligation to cooperate in the investigation; (3) reviews each party's evidence; (4) explains how the case will be investigated; and (4) determines which, if any, employees need official time to cooperate in the investigation.

Will the Agent help the parties resolve the dispute that led to the charge?

Yes. The General Counsel encourages parties to resolve informally unfair labor practice allegations after a charge is filed, but before the Regional Director has issued a complaint. As part of the investigation, the Agent will help the parties in informally resolving their dispute. The Charging Party may withdraw the charge at any stage of the investigation if the dispute has been resolved. There is more information on this topic in the ADR Services questions and answers.

How will the Region investigate the charge?

The Regions use a variety of investigative techniques to get the best possible, relevant evidence. The investigation may involve: (1) an on-site visit where the Agent takes signed and affirmed affidavits and gathers documents; (2) telephone affidavits; (3) questionnaires the parties sign and affirm; and (4) letters or emails confirming information discussed over the phone. The RD relies on this evidence to decide whether the ULP charge has merit. The Agent always notifies an agency before visiting the workplace.

When are employees entitled to official time?

If the Region determines it needs to speak with an employee as part of the investigation, the agency must grant the employee official time under section 7131(c) of the Statute. Employees are also entitled to reasonable official time when completing questionnaires or reviewing affidavits. The Agent arranges this time with the agency. The Regional Office does not arrange official time for employees who may need to gather information during the investigation. If an employee needs official time for that purpose, the employee should request official time from the agency. Whether or not the agency will grant official time depends on the parties' contract and past practices.

How do the parties cooperate with the Region during an investigation?

Cooperation includes, as determined by the Regional Director: (1) making union officials, employees and agency supervisors and managers available to give sworn/affirmed testimony; (2) producing documents related to the matter under investigation; (3) providing position statements; (4) and generally responding to all communications from the Agent.

What happens if a party does not cooperate in the investigation?

If a Charging Party fails to cooperate, the Regional Director may dismiss the charge for lack of cooperation. If a Charged Party fails to cooperate, an investigative subpoena could be issued.

When is an investigation complete?

An investigation is complete when each party has been given a reasonable opportunity to provide relevant evidence and there are enough facts for the Regional Director to make a decision about the charge.

What happens if the Regional Director determines the charge does not have merit?

If the Regional Director determines that the charge does not have merit and should be dismissed, the Charging Party is given a chance to withdraw the charge before the Regional Director issues a dismissal letter. If the Charging Party does not promptly withdraw the charge, the Regional Director issues a dismissal letter and serves it on the parties. The dismissal letter describes the allegation(s), the facts learned during the investigation, the law, and the reason the Regional Director dismissed the charge.

Can the Charging Party appeal the Regional Director's decision to dismiss a charge?

Yes. The Charging Party can appeal the dismissal to the Office of the General Counsel in Washington, D.C. The General Counsel may: (1) deny the appeal and close the case; (2) send the case back to the Region to do more investigation; or (3) send the case back to the Region where the Regional Director will issue a complaint or settle it. The Charging Party cannot appeal the General Counsel's decision to deny an appeal and close a case.

What happens if the Regional Director determines the charge has merit?

If the Regional Director determines there is enough evidence to issue a complaint, the Region, as the public prosecutor, tries to settle the charge before issuing a complaint. If the charge is not settled, the Regional Director issues a complaint and notice of hearing, and the case is set for trial before a FLRA Administrative Law Judge. The complaint sets forth the allegations and is served on all parties to the charge.



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
NOTICE OF DESIGNATION OF REPRESENTATIVE

CASE NO.

TO: Regional Director,

I, the undersigned party, hereby designate as my representative in this proceeding, the person whose name and address appears below. Said representative is to be served copies of all formal documents and written communications in this proceeding, excepting subpoenas. This designation shall remain valid until a written revocation is filed by me.

Signature of party (please sign in ink)	Representative's name, address, zip code (print or type)	
Title		
	Area Code	Telephone Number



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

CHARGE AGAINST AN AGENCY

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Case No. DA-CA-12-0385Date Filed JUN 21 2012

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Tel.#: (479) 443-4301 Ext. 65000
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Name: AFGE Local 2201
Address: 1100 North College Av. Fayetteville Ar

Tel.#: (479) 443-4301 Ext. 65100
Fax#:

3. Charged Activity or Agency Contact Information

Name: Dr. Enderle
Title: Director Health Care System of the Ozarks
Address: 1100 North College Ave. Fayetteville, Ar. 2701

Tel.#: (479) 443-4301 Ext. 6500
Fax#:

4. Charging Party Contact Information

Name: Bruce Appel
Title: AFGE Local 2201 Firts Vice President
Address: 1100 North College Ave. Fayetteville, AR 72701

Tel.#: (479) 443-4301 Ext. 65100
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Bruce Appel

Type or Print Your Name

Your Signature

06/18/2012

Date



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY
DALLAS REGION

A. Maceo Smith Federal Building
525 S. Griffin Street, Suite 926, LB 107
Dallas, Texas 75202-5093
(214)767-6266 FAX: (214)767-0156
www.flra.gov

August 24, 2012


Bruce Appel
First Vice President
AFGE Local 2201
1100 North College Avenue
Fayetteville, AR 72701

Re: United States Department of Veterans Affairs
Veterans Affairs Medical Center
Fayetteville, Arkansas
Case No. DA-CA-12-0385

Dear Mr. Appel:

This is to advise that your request to withdraw the charge in the above case is approved.

Very truly yours,


James E. Petrucci
Regional Director

cc: Mark Enderle, Director, VAMC, 1100 North College Avenue, Fayetteville, AR 72701.

ULP DATA ENTRY (revised February 2011)

CASE NUMBER: DA-CA-12-0385 DATE FILED: JUN 21 2012
 PROFESSIONAL ASSIGNED: (Code P1) JH DATE: 6/22
 PROFESSIONAL REASSIGNED: (Code P2) _____ DATE: _____
 PROFESSIONAL CO-ASSIGNED: (Code P3) _____ DATE: _____
 OPENING LETTER ISSUED: (Code 01) 06/26/12
 INITIAL ISSUE CODE: 2911.1
 DISPOSITIVE ISSUE CODE: A11.4

DESCRIPTION (AN ENTRY MUST NOW BE MADE IN THIS BLOCK)

- ☐ Exec. Order; Labor Relations forum activities or section 7106(b)(1)
- ☐ Raises novel or interesting issue
- ☐ Involves potentially sensitive issue
- ☐ Concerns an issue of nationwide impact that may cross Regional Office geographic or jurisdictional boundaries
- ☐ Injunction requested by Charging Party
- ☒ Not Applicable

COMMENTS: (e.g., Related Case Number or any other information region would like to add)

KEY WORD CODES: (INSERT APPLICABLE CODE NUMBER IN FOLLOWING ACTION TABLE)

Example: Withdrawal Solicitation was After RD Determination; record a "2" for Withdrawal Solicitation

Withdrawal Solicitation

- 1a) Prior to RD determination w/supervisory approval
- 1b) Prior to RD determination w/o supervisory approval
- 2) After RD determination
- 3) Unsolicited withdrawal

Scope

- 1) Dispositive action without the taking of formal evidence
- 2) Dispositive action prior to completion of full investigation
- 3) Dispositive action after full investigation

Cooperation (by charged party)

- 1) Full cooperation with affidavits and witnesses
- 2) Agent talked to witnesses - no affidavits
- 3) Submission of documentary evidence
- 4) Submission of statement of position
- 5) Agent talked to charged party representative
- 6) Cooperation not required

Remedy

- 1) Backpay - dollar amount _____
- 2) Make whole - dollar amount _____
- 3) Status quo ante (bargaining)
- 4) retroactive bargaining
- 5) rescission of action (non-bargaining)
- 6) other traditional remedy - FLRA posting, cease & desist order, prospective order (cases involving formal discussion, Weingarten, dues withholding, (a)(1) statement, prospective bargaining)
- 7) novel remedy (i.e, supervisory training)
- 8) other

Method

- 1) On-site affidavits and evidence
- 2) Telephone affidavits
- 3) Sworn questionnaire
- 4) Confirming letters
- 5) Unsworn questionnaire
- 6) On-site conversation
- 7) Telephone/E-mail conversation

Prosecutorial discretion

- 1) Yes
- 2) No

ACTION	DATE	ENTER KEY WORD CODE FROM LIST, CHECK, OR ENTER INFORMATION AS APPROPRIATE
ADR – No Resolution (AD1)		n/a
ADR – Partial Resolution (AD2)		n/a
ADR – Full Resolution (AD3)		n/a
Initial inquiry for injunctive relief (Code O2)		n/a
Expedited investigation for injunctive relief (Code O3)		n/a
Blocked (Code B1)		Blocked by Case No. _____
Unblocked (Code B2)		n/a
Transferred to		<input type="checkbox"/> AT (Code T1) <input type="checkbox"/> BN (Code T2) <input type="checkbox"/> CH (Code T3) <input type="checkbox"/> DA (Code T4) <input type="checkbox"/> DE (Code T5) <input type="checkbox"/> SF (Code T6) <input type="checkbox"/> WA (Code T7)
Transfer received by transferee Region (Code T8)		n/a
Withdrawal approved (Code W1)	08/24/12	<input checked="" type="checkbox"/> Withdrawal (Solicitation) <input checked="" type="checkbox"/> Cooperation <input checked="" type="checkbox"/> Method <input checked="" type="checkbox"/> Scope <input checked="" type="checkbox"/> Prosecutorial discretion
Withdrawal rescinded (Code W2)		n/a
Withdrawal approved B secondary disposition (withdrawal after prior action) (Code W3)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Prosecutorial discretion
Intervention started (Code I1)		n/a
Intervention ended (Code I2)		n/a
Advice requested (Code V1)		Injunction recommended by Region <input type="checkbox"/> Yes <input type="checkbox"/> No
Advice decided (Code V2)		Advice Memo No. _____ <input type="checkbox"/> Dismiss charge <input type="checkbox"/> Complaint <input type="checkbox"/> Further investigation <input type="checkbox"/> Telephone advice <input type="checkbox"/> GC injunction recommended to FLRA
Full dismissal (Code D1)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Prosecutorial discretion
Partial dismissal (Code D2)		<input type="checkbox"/> Withdrawal (Solicitation)
Full dismissal -- secondary disposition (dismissal after prior action) (Code D4)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Prosecutorial discretion

ACTION	DATE	ENTER KEY WORD CODE FROM LIST, CHECK, OR ENTER INFORMATION AS APPROPRIATE
Partial dismissal – secondary disposition (Code D5)		<input type="checkbox"/> Withdrawal (Solicitation)
ADR post-dispositive action – No Resolution (AD4)		n/a
ADR – post-dispositive action - Partial Resolution (AD5)		n/a
ADR – post-dispositive action - Full Resolution (AD6)		n/a
File sent by Dismissing Region to OGC for Appeals review (Code A21)		n/a
Appeal file received by Dismissing Region from OGC (Code A27)		n/a
Dismissal rescinded (Code D3)		n/a
Private settlement-- PSIWOC before RD merit determination (Code S1)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Remedy
<input type="checkbox"/> Precomplaint unilateral settlement (Code S2) <input type="checkbox"/> Precomplaint bilateral settlement) (Code S3) <input type="checkbox"/> Precomplaint private settlement (Code S4) (PSIWOC after RD merit determination)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Remedy
<input type="checkbox"/> Postcomplaint private settlement (PSIWOC post complaint) (Code S5) <input type="checkbox"/> Postcomplaint unilateral settlement (Code S6) <input type="checkbox"/> Postcomplaint bilateral settlement (Code S7) <input type="checkbox"/> Posthearing settlement (Code S8)		<input type="checkbox"/> Remedy
Formal settlement (Code S9)		<input type="checkbox"/> Remedy
<input type="checkbox"/> Precomplaint unilateral settlement B secondary action (Code S10) <input type="checkbox"/> Precomplaint bilateral settlement) B secondary action (Code S11) <input type="checkbox"/> Precomplaint private settlement B secondary action (Code S12) (PSIWOC after RD merit determination) <input type="checkbox"/> Private settlement-- PSIWOC before RD merit determination (Code S13)		<input type="checkbox"/> Withdrawal (Solicitation) <input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope <input type="checkbox"/> Remedy
Stipulation filed with Authority (Code ST1)		n/a
Stipulation filed with ALJ		n/a
Stipulation record found insufficient by ALJ		n/a
ULP complaint B case in abeyance (Code X1)		
ULP complaint or appeal B case taken out of abeyance (Code X-3)		
RD determination to issue complaint reached (C4)		n/a
Complaint issued (Code C1)		<input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope
ULP Hearing scheduled (Code JO)		<input type="checkbox"/> _____ Hearing date <input type="checkbox"/> No date
Complaint issued B secondary disposition (complaint issued after prior action) (Code C3)		<input type="checkbox"/> Cooperation <input type="checkbox"/> Method <input type="checkbox"/> Scope
ULP Hearing scheduled (Code JO)		<input type="checkbox"/> _____ Hearing date <input type="checkbox"/> No date

ACTION	DATE	ENTER KEY WORD CODE FROM LIST, CHECK, OR ENTER INFORMATION AS APPROPRIATE
Request for Summary Judgment filed by OGC with ALJ (Code SJ1)		n/a
Request for Summary Judgment granted (Code SJ2)		_____ Remedy _____ OALJ Decision #
Motion for postponement of hearing (Code J1)		_____ GC _____ Charging Party _____ Respondent
Ruling on motion for postponement of hearing (Code J2)		_____ New hearing date _____ Indefinitely postponed
Complaint withdrawn (Code C2)		n/a
Hearing held -- (enter information on the Hearing screen using the Hearings Data Entry sheet)		n/a
ALJ decision (enter this information on the Hearing screen using the Hearing Data Entry sheet)		_____ Full violation _____ Partial violation _____ No violation
GC Exceptions filed (Code J6)		n/a
GC Opposition to exceptions filed (Code J7)		n/a
Cross-exceptions filed (Code J8)		n/a
FLRA ULP decision (Also complete Hearings Data Entry sheet)		_____ Citation _____ Full violation(Code A1) _____ Remedy _____ Partial violation(Code A2) _____ Remedy _____ No violation (Code A3) _____ Remanded to ALJ (Code A4)
Federal court appeal filed (Code CT1)		_____ Name of court
Federal court decision issued (Code CT2)		_____ Affirm _____ Reverse _____ Remand _____ Modify _____ Appeal withdrawn _____ Enforce
Compliance initiated (Code C61)		
Noncompliance alleged (Code CM1)		n/a
Noncompliance action -- (Code CM2) referred to OGC for enforcement		n/a
Compliance completed (Code CM3)		n/a
Compliance not required -- Court decision no violation (Code CM4)		n/a

SPD T&L 046

		SUN	MON	TUE	WED	THUR	FRI	SAT	SUN	MON	TUE	WED	THUR	FRI	SAT
NAME	TOUR	23-Oct	24-Oct	25-Oct	26-Oct	27-Oct	28-Oct	29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov	5-Nov
HAYDEN, SHELLY	1000-1830	D			hour change 0800-1330	2100- 2400 OT		0745- 1130 OT	D	D	1000-1030 AL 1630-1830 SL	0930- 1000 OT			D
HOCKEL, ROBERT	1000-1830	D	C BEGINS 1830	1830- 1945 OT C	hour change 0800-1630 1630-1830 OT C	0930- 1000 OT 2100-2400 C OT	C	C/D	C/D	C ENDS 0500					D
JOHNSON, SHEILA	0800-1630	D					AL	D	D					AL	D
MATCHEL, JANITA	0500-1330	D									1330- 1530 OT				D
OAKES, CHERI	0800-1330	D			AL						1430- 1530 OT			19.5- 2100 OT	
STURGEON, RANDY	0800-1630	0730- 1115 OT C/D	C ENDS 0500		1430- 1630 SL	0800- 0900 SL			D	D	C BEGINS 1830	C	C	C	C/D
				SL					D	D					D